# SUSTAINABLE DEVELOPMENT
## REPORT

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**Together for a Sustainable Future**

Report Covering the Year 2024

Vision 2030

ABS

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# FOREWORD

FOREWORD

FOREWORD

# MESSAGE FROM THE MANAGEMENT COMMITMENT

At ABS, we understand our responsibility to the environment, society, and future generations. We acknowledge that our actions have a significant impact on the world around us, and we are committed to acting responsibly and sustainably in all our activities.

For several years now, we have been dedicated to integrating sustainable development principles into all our business decisions and practices. This commitment has been reflected in numerous actions aimed at reducing our corporate footprint. In 2023, our sustainable development policy was updated to better align with our vision and goals.

We reaffirm sustainable development as a core company value and aim to progress further under the theme **« TOGETHER FOR A SUSTAINABLE FUTURE »**.

Beyond environmental considerations, which are central to our sustainability efforts, we also ensure a positive impact on society and our local communities, notably through our investment in the Petit Génie Foundation.

ABS takes pride in promoting inclusion and cultural diversity among our employees, who represent over 40 different nationalities. We are committed to fairness in employment opportunities, promotions, and training, regardless of culture, nationality, gender, or sexual orientation. We have always valued competence and hard work in new appointments within the company, and we will continue to uphold these standards.

**PLACING SUSTAINABLE DEVELOPMENT AT THE HEART OF OUR ACTIONS IS OUR COMMITMENT.**

# SUSTAINABLE DEVELOPMENT COMMITTEE (SDC) PRESENTATION

In order to coordinate efforts and further direct actions towards achieving corporate sustainability goals, ABS established a Sustainable Development Committee (SDC) in 2018. The SDC has evolved and progressed alongside the growing collective awareness of the importance of reducing our impact, both through individual and collective actions. The company's actions are carried out in line with this collective awareness and are directed towards addressing current challenges.

## OBJECTIVES OF THE SDC

The SDC works in collaboration with management and employees to propose and implement optimization ideas that will reduce our ecological footprint on society. While there is a popular movement to follow the path of sustainable development, our committee prioritizes ideas that will have concrete, measurable impacts and align with our organization's strategic directions.

*Overall, the Committee aims to :*

1. **Reduce the impact of our activities on the environment** (construction sites, laboratories, and office)
2. **Encourage community involvement by engaging employees**
3. **Raise awareness among all employees with the theme « Every Small Gesture Counts »**
4. **Collaborate with management to set achievable targets and objectives for the coming years**

## COMPOSITION OF THE SDC

With a strong commitment to environmental and social equity issues, the SDC is composed of employees who are passionate about and eager to drive change and improvement within the company. Their diverse experiences and knowledge allow them to develop solutions and opportunities for enhancing sustainability across all areas of the organization, including construction sites, laboratories, and offices.

We are proud to contribute to addressing sustainability issues within the company and to finding solutions to become a better corporate citizen.

- Vicky Messier
  *Principal Director - Communication and marketing*
- Jean-Sébastien Girard-Cartier, ing.
  *Team Manager - Geoenvironmental*
  *Projects Manager - Environment*
- Audrey-Rose Leclerc, ing.
  *Projects Manager - Environment*
- Martin Tougas, ing.
  *Executive Committee Representative*

*Contact Us :*
**durable@groupeabs.com**

# ABS PROFILE

## WHO WE ARE

ABS is driven by innovation and committed to ensuring the longevity of the structures we build. We are dedicated to providing our partners with a unique experience, integrated engineering services, and preserving the interests of future generations.

## OVERVIEW

| | |
|---|---|
| **1993** | Foundations |
| **> 600** | Employees |
| **10** | Business locations across Quebec |
| **1** | Business location in Ontario |
| **2** | Subsidiaries in complementary fields |

ABS EXPLORA-SOL

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## VISION

We aim to be the industry benchmark through our commitment to operational excellence and innovation. We place client relationships, employee well-being, and talent development at the heart of our business strategy.

We continue to grow by listening to the needs of our stakeholders and focusing on upholding our values and social responsibility.

## OUR FOUNDATIONS

- **Employee well-being and happiness**
- **Culture of excellence**
- **Sustainable development**
- **Innovation and technologies**

We are guided by core values that drive us to achieve our objectives through a governance model focused on our employees, clients, and the impact of our decisions on the environment and society. We believe that our success depends on our ability to foster a work environment that values teamwork, respect, and a balance between professional and personal life for our employees. We are committed to promoting these values by adopting a continuous improvement approach and integrating the most advanced technologies to enhance the client experience and provide our employees with a dynamic and high-performing work environment that supports their well-being.

# ABS PROFILE

## MARKETS

Meeting our clients' needs by working with them to find costeffective solutions that ensure the safety and longevity of the structures they build has always been, and will continue to be, a priority for ABS.

## EXPERTISES

- MATERIALS ENGINEERING
- METALLURGY
- BUILDING SCIENCE
- INDUSTRIAL HYGIENE
- LABORATORY
- GEOTECHNICAL
- ENVIRONMENTAL
- GEOPHYSICS
- ROCK MECHANICS
- GEOMATICS

## Our Main Markets

### PUBLIC INFRASTRUCTURES

Projects involving public infrastructure that provide essential facilities and structures for a community. This includes public buildings such as schools and libraries, as well as roadworks and water supply systems.

### REAL ESTATE AND INDUSTRIAL SECTOR

Construction projects for residential and commercial buildings, as well as all services for the industrial market.

### ENERGY AND NATURAL RESOURCES

Work related to the production and distribution of energy, as well as the exploitation, processing, and management of natural resources.

### TRANSPORT

Transportation projects, ranging from roads and highways to major transport infrastructure, maritime routes, and port and airport facilities.

# ABS PROFILE

ABS is among the top 25 largest engineering firms in Quebec, as presented by Les Affaires newspaper (11th place since 2021).

## AFG - QUEBEC ENGINEERING CONSULTING AWARDS 2022

At the 20th edition of the Quebec Engineering Consulting Awards, presented by the Association of Engineering Consulting Firms - Quebec (AFG), ABS won the following two awards :

***Category : Geotechnical and Materials Engineering***

› Winner : ABS
› Project : New Vendôme Kiosk and Pedestrian Link
› Client : Société de transport de Montréal

***Category : Consultant of the Year***

› Winner : Robert Marier, géo. - ABS

## ACI EXCELLENCE AWARD 2023

***Project : New Vendôme Kiosk and Pedestrian Link***

› Société de transport de Montréal
› Winner - Category : Infrastructure
› Special Mention : Innovative Use of Concrete
› Special Mention : Durability and Resilience
› Special Mention : Association Béton Québec

## PERFORMANCE PRIZES QUEBEC 2022

› Mention 2022 - Independent Service SME

## AFG - GRANDS PRIX QUEBEC CONSULTING ENGINEERING 2023

***FINALIST***

***Category : Geotechnical and Materials Engineering***

› Project : Reconstruction of the Gouin Bridge
› Client : Ministry of Transport and Sustainable Mobility

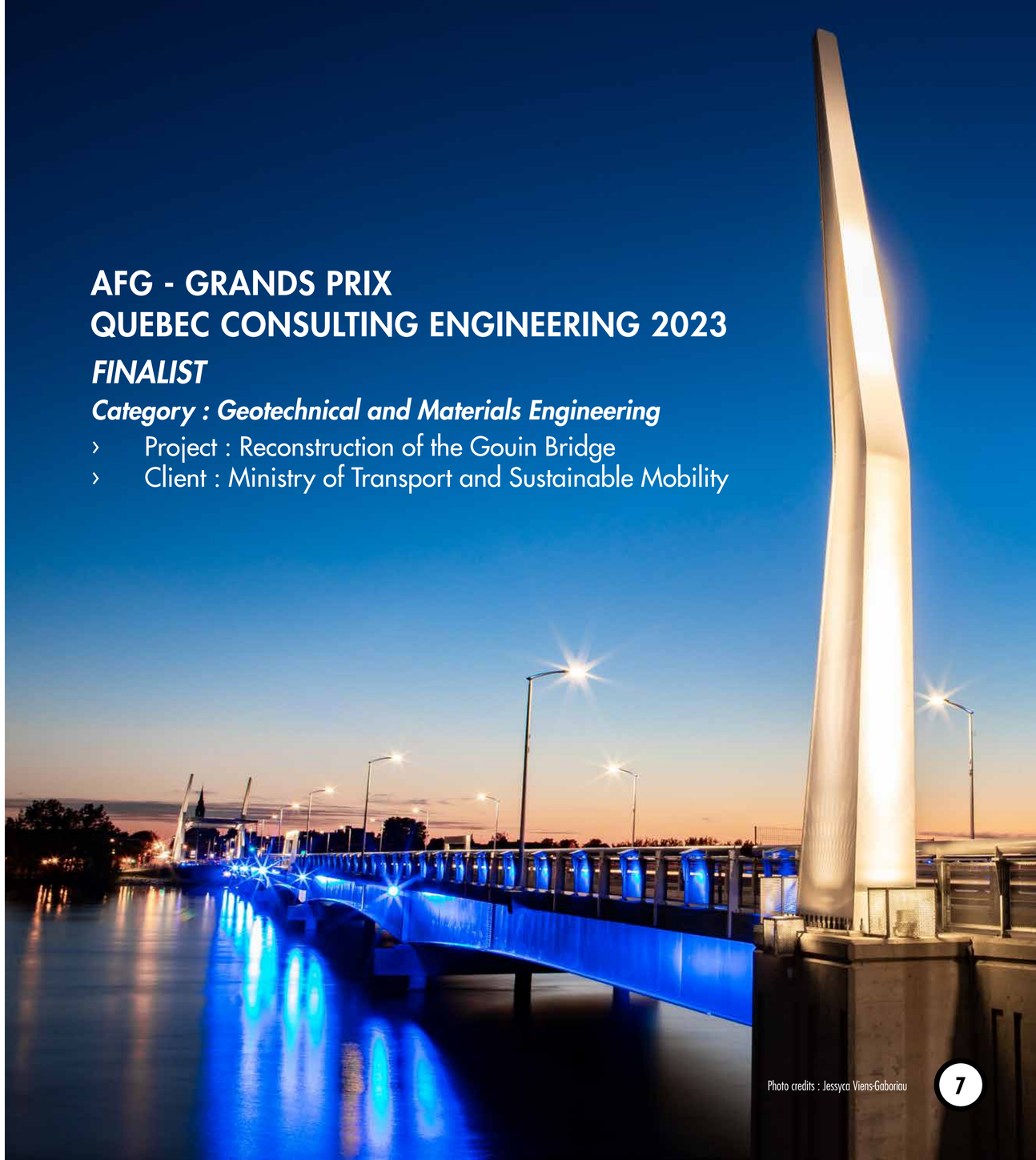

Photo credits : Jessyca Viens-Gaboriau

# REPORT 2024

REPORT 2024

REPORT 2024

# INTRODUCTION

We are pleased to present ABS's 2024 Sustainability Report. This report reflects our ongoing commitment to **Environmental**, **Social**, and **Governance** (ESG) sustainability across all our activities.

The year 2024 was marked by both challenges and opportunities, and our company has continued to make progress toward its sustainability goals. This report outlines the advancements related to the targets set in the previous report, enabling us to track progress and set new targets, all with the aim of continually improving our sustainability practices. It also highlights our achievements, challenges, and future goals, in the spirit of transparency and accountability for our overall impact.

During 2024, a significant portion of our efforts was devoted to a partnership with the Université de Sherbrooke to obtain a GHG assessment for our activities, using 2023 as the reference year. This represents an important step in our commitment to reducing our environmental impact.

Following our GHG emissions assessment, the Sustainable Development Committee will continue to work closely with the Management Committee to take action where our main sources of emissions lie, namely transportation and waste.

We recognize that sustainability must be viewed from a long-term perspective, and we are aware that there is still much work to be done. Every small step taken today will impact our overall goals.

Together, we can make a significant difference in creating a more sustainable future for all. We invite you to read this report to see how ABS is contributing to building a better society for both current and future generations.

*This report is based on the BNQ 9700-021/2011 standard - Sustainability - Guide to Applying Principles in Business and Organizational Management, as well as international standards from the Global Reporting Initiative (GRI).*

# RELATION WITH THE UN SDGs

As our approach is based on collective effort that transcends borders, Groupe ABS has committed to playing an active role in achieving the United Nations Sustainable Development Goals (SDGs). These 17 SDGs provide universal pathways to place the wellbeing of the planet and its inhabitants at the forefront of concerns. We believe that businesses have a responsibility to be key players in building a sustainable future for all. Through our actions and initiatives, we actively contribute to several SDGs, aligning our efforts with areas where we believe we can have the greatest positive impact.

In the following pages, we link our corporate objectives with the UN SDGs.

We are committed to continuing our actions and intensifying our efforts to contribute to the achievement of the UN Sustainable Development Goals. In collaboration with our clients and partners, we believe it is possible to create a more sustainable and prosperous future for all.

# PERIOD HIGHLIGHTS

## 1. ENVIRONMENT

### REDUCTION OF GHG EMISSIONS

- Development of an internal carpooling platform for inter-office travel (integrated with Outlook calendar)
- Completion of a GHG emissions assessment (2023 as the reference year) conducted in partnership with the Université de Sherbrooke.

### WASTE MATERIALS

- Implementation of composting services in offices where available — addition of composting at the Québec City office.
- Steps initiated to obtain the ICI on Recycle+ certification

### REDUCTION OF RESOURCE USAGE

- Installation of an integrated water-saving system directly on bathroom faucets where the setup allows (Québec City offices in 2023, with several additional offices in 2024).

## 2. SOCIAL

### COMMUNITY ENGAGEMENT

- Increased engagement of employees to participate in various activities in partnership with the Fondation du Petit Génie (food drives, volunteering, health challenges, etc.)

### HEALTH, SPORT AND WELL-BEING COMMITTEE (CHSWBC)

- Implementation of "wellness" challenges for employees
- Establishment of an expense account to cover registration fees for sports activities

### HEALTH/SAFETY

- Addition of an OHS (Occupational Health and Safety) category in the recognition program
- Revision of the Health and Safety policy
- Addition of internal training courses:
  Training on optimized vehicle operation in specific conditions and on-site safety
  Training on safe work practices in trenches and excavations

## 3. GOUVERNANCE

### EMPLOYMENT EQUITY

- Various communications focused on cultural diversity within the company, starting from the integration of a new employee

### DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY

- Adoption of an official DEI policy

### REGIONAL DEVELOPMENT

- Establishment of satellite offices in new regions (Berthierville and Val-d'Or), helping to reduce travel and enabling further expansion of the company's coverage area.

# OBJECTIVES AND TARGETS

## 1. ENVIRONMENT

Environmental protection within the framework of sustainable development is defined as the company's awareness regarding waste management and pollutant emissions by adopting an eco-responsible approach.

*The company's strategy focuses on three main directions :*

**A. Reduce GHG emissions related to travel**
**B. Manage waste materials in an eco-responsible manner**
**C. Reduce consumption of goods and energy**

### A. REDUCE GHG EMISSIONS RELATED TO TRAVEL

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| 13 CLIMATE ACTION | Reduce GHG emissions related to employee travel | Number of kilometers per FTE* (vehicle fleet) | 3 482 | 4 238 | • | ↓ 1% | ↓ 10% |
| | | Number of kilometers reimbursed per FTE* (personal vehicles) | 9 856 | 6 507 | • | ↓ 5% | ↓ 10% |
| | | Annual carpooling volume (linked to the passenger code in 1C) | – | 334 | – | 350 | 500 |
| | Electrification of the vehicle fleet | Percentage of electric vehicles in the fleet | 15% | 12% | • | 30% | 30% |
| | | Ratio of kilometers traveled by electric vehicles | 8 % | 7% | • | 12% | 15% |

| | |
|---|---|
| * | Full-Time Equivalents (FTEs) are a measure used to aggregate the work hours of all employees into full-time job equivalents (40 hours per week). This calculation method allows us to account for our growth over time and provides a real-time tracking of our objectives based on the number of employees. |

• = TARGET ACHIEVED / • = TARGET ON TRACK / • = TARGET NOT ACHIEVED

# OBJECTIVES AND TARGETS

## 1. ENVIRONMENT

### B. MANAGE WASTE MATERIALS IN AN ECO-RESPONSIBLE MANNER

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | Recycling of laboratory waste (aggregates, asphalt, concrete) | Percentage of materials sent to recycling centers | 100% | 545 t (100%) | • | 100% | 100% |
| | Implementation of organic waste collection in offices where municipal service is available | Number of offices where organic waste collection is implemented** | 100 % | 100 % | • | 100 % | 100 % |

### C. REDUCE CONSUMPTION OF GOODS AND ENERGY

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | Reduction in paper usage | Number of printed pages per FTE* | 843 | 1 033 | • | ↓ 5% | ↓ 10% |
| 7 AFFORDABLE AND CLEAN ENERGY | Adapt existing and future buildings to make them more energyefficient | Number of kWh consumed per FTE* | 3 107 | 2 547 | • | ↓ 2% | ↓ 10% |

| | |
|---|---|
| * | Full-Time Equivalents (FTEs) are a measure used to aggregate the work hours of all employees into full-time job equivalents (40 hours per week). This calculation method allows us to account for growth over time and provides a real-time tracking of our objectives based on the number of employees. |
| ** | Annual follow-up with various municipalities to determine if the service will be made available. |

• = TARGET ACHIEVED / • = TARGET ON TRACK / • = TARGET NOT ACHIEVED

# OBJECTIVES AND TARGETS

## 2. SOCIAL

Social equity within the framework of sustainable development is defined as actions undertaken by the company out of concern for fairness, ethics, and social solidarity. The goal is to reduce social inequalities among individuals while respecting their cultures.

*The company's strategy focuses on four main directions :*

**D. Promote and value cultural diversity within the company**
**E. Ensure a healthy and safe work environment for employees**
**F. Increase employee sense of belonging**
**G. Contribute to social and community development**

### D. PROMOTE AND VALUE CULTURAL DIVERSITY WITHIN THE COMPANY

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| 8 DECENT WORK AND ECONOMIC GROWTH | Participation in the Temporary Foreign Worker Program (TFWP) | Number of foreign workers welcomed | 5 | 12 | • | 15 | - - - |
| | Implement a Diversity and Inclusion Policy | Implementation and enforcement of a policy | - - - | Policy in place | • | Policy in place | - - - |

• = TARGET ACHIEVED / • = TARGET ON TRACK / • = TARGET NOT ACHIEVED

# OBJECTIVES AND TARGETS

## 2. SOCIAL

### E. ENSURE A HEALTHY AND SAFE WORK ENVIRONMENT FOR EMPLOYEES

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| 3 GOOD HEALTH AND WELL-BEING | Promote physical activity among employees | Participation rate in sports activities | N/D* | 10% | • | 15% | 25% |
| | | Number of activities offered | N/D* | 4 | • | 3 | 10 |
| | | Proportion of employees participating in the Physical Activity Program | --- | 10% | • | 20% | 30% |
| 8 DECENT WORK AND ECONOMIC GROWTH | Raise awareness and instill a safety culture within the company | Number of lost days and reassignment day<br>Number of hours worked<br>200 000 = Severity rate** | 235 | 290 | • | 250 | 230 |
| | Concern for employee health and well-being | Achieving the Bien au travail certification, level 2 (used to be the Enterprise in Health certification) | Not achieved | Achieved Level 2 | • | Achieved Level 2 | --- |

| | |
|---|---|
| * | In 2023, there were no organized sports activities conducted by Groupe ABS. The transition is occurring from the sports activities previously offered by the Social Club to those now provided by the Health, Sports, and Wellness Committee established during 2023. |
| ** | Statistics heavily depend on the accident reporting rate. The statistics can be positively or negatively affected based on what is or isn't reported. The number of lost days depends on individual endurance, as some people are more resilient to pain than others. The number of days on temporary reassignment can vary based on the availability of such work. If none is available, the employee may be put on vacation, still paid, or use compensatory or sick leave. For the same indicator, the rates were 100.12 in 2021 and 149.72 in 2022. 2023 appears to be an exceptional year. |

• = TARGET ACHIEVED / • = TARGET ON TRACK / • = TARGET NOT ACHIEVED

# OBJECTIVES AND TARGETS

## 2. SOCIAL

### F. INCREASE EMPLOYEE SENSE OF BELONGING

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| | Increase the participation rate in key company activities | Participation rate in the holiday celebrations | 58% | 56% | • | 50% | 50% |
| | | Participation rate in the recognition evening | 39% | 37% | • | 50% | 60% |
| | Reduce the employee turnover rate | Employee turnover rate | ↓ 3% | ↓ 10% | • | ↓ 1% | ↓ 5% |

### G. CONTRIBUTE TO SOCIAL AND COMMUNITY DEVELOPMENT

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| | Participation in the Green Zero program | Number of trees planted* | --- | --- | • | 1 000 | 1 500 |
| | Petit Génie Foundation | Employee participation rate from ABS in fundraising activities (health challenge) | 10% | 10% | • | 12% | 20% |
| | | Number of children helped through donation drive | --- | 75 | --- | 80 | 150 |

• = TARGET ACHIEVED / • = TARGET ON TRACK / • = TARGET NOT ACHIEVED

# OBJECTIVES AND TARGETS

## 3. GOUVERNANCE

Governance in the context of sustainable development is defined as « a process of consultation and decision-making that responsibly involves the stakeholders or populations affected by sustainable development policies and their action plans. The goal of governance is to achieve decisions that are acceptable to the majority, as much as possible, and that serve the common good »[1]. In this sense, governance is the way in which sustainable development is built.

*The company's strategy focuses on three main directions :*

**H. Source responsibly from our suppliers**
**I. Ensure compliance with the employment equity system**
**J. Ensure that our activities are conducted ethically and transparently** *(no indicator/data)*

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[1] *Dictionary of Sustainable Development, Points of Reference Collection, published by IEPF, MultiMondes Editions, 2004.*

### H. S'APPROVISIONNER DE FAÇON RESPONSABLE AUPRÈS DE NOS FOURNISSEUR

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | Advocate for eco-responsible suppliers | Number of critical suppliers with a sustainable development policy | 36% | 31% | • | 40% | 45% |

# OBJECTIVES AND TARGETS

## 3. GOUVERNANCE

### I. ENSURE COMPLIANCE WITH THE EMPLOYMENT EQUITY SYSTEM

| SDGs UN | ORGANIZATIONAL OBJECTIVE | INDICATOR | REFERENCE YEAR (2023) | 2024 DATA | TARGET ACHIEVED | TARGET 2025 | TARGET 2030 |
|---|---|---|---|---|---|---|---|
| 8 DECENT WORK AND ECONOMIC GROWTH | Implement a gender equity system within the company | Percentage of female representation* | 27% | 30% | • | 30% | 35%** |
| | Achieve parity in new appointments to management positions | Percentage of representation of underrepresented groups in new appointments to management positions*** | 60% | 31% | • | 50% | 50% |
| | Involvement in the hiring of individuals with reduced mobility, disabilities, or limitations | Percentage of representation of individuals with reduced mobility, disabilities, or limitations* | 1% | 2% | • | 2% | 2% |
| | Employees from a variety of cultural backgrounds | Percentage of representation of individuals from cultural minorities* | 23% | 30% | • | 30% | 50% |

| | |
|---|---|
| * | The data in this table are collected based on voluntary reporting. An error occurred in the previous report where the data provided as for 2022 actually represented 2023 figures. This is why there is no change and the achievement of the target is not measured. |
| ** | Given that we operate in a field where the graduation rate for women remains low (according to data from the OIQ, women represent 15% of the profession.<br>Source: https://www.oiq.qc.ca/wp-content/uploads/documents/Communications/femmes_en_genie_guide_employeur_faits_saillants.pdf, aiming for 50% representation seems unrealistic. The target appears to be ambitious within the context of our activities, but achievable. |
| *** | In this context, the definition of « underrepresented groups » is as follows : In terms of equity, underrepresented groups are discriminated groups facing systemic barriers in their daily lives, including in employment.<br>Groups covered by this definition include: women, Indigenous peoples, visible minorities, ethnic minorities, individuals with disabilities, LGBTQ2S+ individuals, and immigrants. |

• = TARGET ACHIEVED / • = TARGET ON TRACK / • = TARGET NOT ACHIEVED

VISION
VISION
VISION

# VISION / PRIORITIES - HORIZON 2030

## 1. ENVIRONMENT

### RESIDUAL MATTERS

- Continue recycling residual materials in the laboratory
- Integration of a waste management coordinator into the laboratory
- Analyze ways to improve management of discarded materials in containers
- Reduce disposable goods usage by finding sustainable alternatives (e.g., filter systems instead of plastic bottles, ecofriendly lab bags, etc.)

### GHG EMISSIONS

- Reduce emissions related to the company's vehicle fleet (vehicle fleet electrification plan)
- Reduce emissions related to the use of personal vehicles (inter-office travel) by promoting carpooling and alternative means of transportation (bicycles, public transport, train, etc.)
- Optimize travel by leveraging advanced technologies and integrating AI to improve dispatch services

### ENERGY SAVINGS IN BUSINESS PREMISES

- Explore ways to optimize business premises, such as installing motion detectors for lighting and timers for heating
- Analyze various existing solutions to reduce water consumption
- Analyze the use of alternative energy sources for certain business premises

# VISION / PRIORITIES - HORIZON 2030

## 2. SOCIAL

### DIVERSITY AND INCLUSION

- Give priority to hiring individuals with disabilities, by considering the job's minimum and actual requirements during recruitment
- Promote the equal access program
- Enhance efforts to increase the representation of underrepresented groups, especially at the management level

### HEALTH AND SAFETY

- Hold an annual meeting to review and implement Health and Safety (H&S) objectives for each department head.
- Follow up on H&S action plans for each identified risk

# VISION / PRIORITIES - HORIZON 2030

## 3. GOUVERNANCE

### CERTIFICATION

- Analyze and prepare for obtaining ISO 14001 certification or another equivalent certification
- Develop an action plan to obtain ISO 45001 certification (target achievement by 2025) and maintain the certification
- Obtaining «Ici on recycle» certification

### CARBON NEUTRALITY

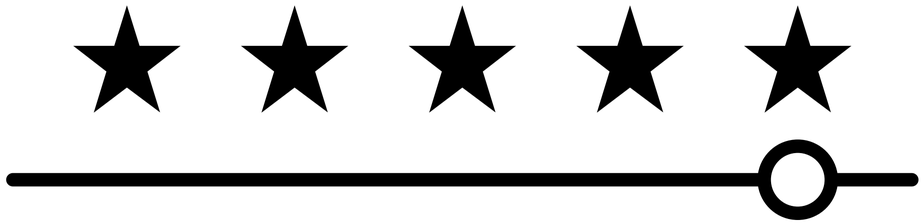
- Complete a full calculation of our carbon footprint annually and implement a plan to reduce our GHG emissions based on the completed calculation, with specific objectives for the coming years»
- Establish a realistic commitment to achieve carbon neutrality

### EMPLOYMENT EQUITY

- Achieve parity in new appointments to management positions

TOGETHER FOR A

# SUSTAINABLE FUTURE



ABS

A WORLD BEYOND

*September 2025*